



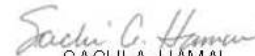
February 26, 2009

The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, CA 90012

ADOPTED

BOARD OF SUPERVISORS
COUNTY OF LOS ANGELES

49 March 31, 2009


SACHIN A. HAMAI
EXECUTIVE OFFICER

Dear Supervisors:

**APPROVAL OF ORDINANCE AMENDING TITLE 6-SALARIES,
APPLICABLE ONLY TO LACERA (3 VOTES)**

IT IS RECOMMENDED THAT YOUR BOARD:

Adopt the enclosed ordinance amending Title 6-Salaries of the Los Angeles County Code, applicable only to LACERA.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

1. Establishment of LACERA Tier I and Tier II Management Appraisal and Performance Plan

In the past, designated LACERA employees have participated in the Management Appraisal and Performance Plan (MAP Plan). Your Board approved a revised MAP Plan on March 27, 2007, known as the Tier I and Tier II Management and Appraisal Performance Plan. At that time all LACERA specific MAP Plan positions retained their current R-Range designation and were therefore assigned to Tier I.

LACERA's Boards of Retirement and Investments, on September 11 and 24, 2008, approved transitioning designated LACERA employees to the Tier I and Tier II MAP Plan and approved removing other designated employees from the former MAP Plan and placing them on salary schedules, effective October 1, 2008.

In conjunction with transitioning to the Tier I and Tier II MAP Plan, the LACERA Boards approved a change in salary range for the position of Chief, Quality Assurance and Metrics, LACERA. No other salary adjustments associated with the transition were

approved, although there will be minor transition adjustments applicable to those employees who are being transitioned to Tier II or removed from the MAP Plan and placed on salary schedules. Those employees will be placed on the nearest salary schedule step that does not result in a reduction in their current salary.

Adoption of the enclosed ordinance will establish a Tier I and Tier II MAP Plan specific to LACERA that will be added to Chapter 6.127 of the salary ordinance. LACERA employees holding LACERA specific MAP Plan positions will transition to LACERA's new Tier I and Tier II Map Plan. The provisions of the LACERA Tier I and Tier II MAP Plan parallel the provisions of the Tier I and Tier II MAP Plan approved by your Board on March 27, 2007 and amended on November 25, 2008. Please note, LACERA specific MAP Plan salary schedules are being added so that future general salary adjustments approved by your Board for Participants in County departments will not be applicable to Participants employed by LACERA. This will facilitate LACERA's future independent management of their MAP Plan program participants.

2. Adding and Establishing the Salary for Four (4) Employee Classifications

The following classes of LACERA employees with designated salaries are added:

Assistant Executive Officer, LACERA
Chief, Communications, LACERA
Director, Retiree Health Care, LACERA
Legislative Affairs Officer, LACERA

3. General Salary Adjustment for Non-Represented Employees Effective January 1, 2009

The LACERA Boards of Retirement and Investments, on August 14 and 27, 2008, approved a 3% general salary adjustment for LACERA's non-represented employees effective January 1, 2009. This adjustment is equal to the adjustment granted to non-represented employees of County departments.

4. Certification Bonus applicable to the position of Legislative Affairs Officer, LACERA.

The LACERA Boards of Retirement and Investments, on September 11 and 24, 2008, approved a certification bonus for persons holding the position of Legislative Affairs Officer, LACERA who possess a valid Certified Employee Benefits Specialist designation.

FISCAL IMPACT/FINANCING

Adoption of the enclosed ordinance will have no fiscal impact on the County of Los Angeles. The entire cost of administering the Retirement Association, including expenses associated with salaries and benefits, are a charge on the earnings of the retirement fund pursuant to Government Code Section 31580.2. There is no financing involved with this action.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

Government Code Section 31522.1 authorizes the LACERA Boards to appoint personnel, and further provides such personnel "shall be county employees and shall be subject to the county civil service or merit system rules and shall be included in the salary ordinance or resolution adopted by the Board of Supervisors for the compensation of county officers and employees."

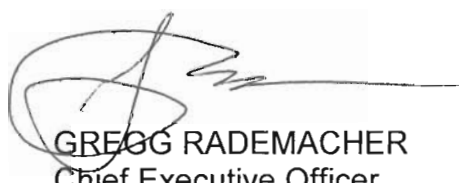
IMPACT ON CURRENT SERVICES (OR PROJECTS)

Approval of this agenda item will not impact current services or projects.

CONCLUSION

The ordinance has been approved as to form by the County Counsel.

Respectfully submitted,



GREGG RADEMACHER
Chief Executive Officer

c: LACERA Board of Retirement
LACERA Board of Investments
Executive Officer, Board of Supervisors
Chief Executive Officer
County Counsel
Director of Personnel
Auditor-Controller

Attachment: Ordinance with Analysis